



## Employer responsibilities

As an employer, it's up to you to ensure that workers have what they need to work at heights safely. Here are some of the things you must do.

### Plan to do the work safely

It is your responsibility to assess what the job requires and to plan and arrange the work.

### Provide suitable equipment

Using scaffolding or another type of work platform, stairs, or a ramp may be a safer choice than using a ladder. Ladders may be suitable for

- Accessing a work area, such as a roof, mezzanine, or scaffolding
- Minor maintenance tasks such as caulking, touch-up painting, inspection of gutters, or other light-duty tasks that take no more than 15 minutes to complete

If you decide a ladder is suitable for the job, you must provide one that

- Is in good condition
- Is tall and strong enough to allow workers to complete their work safely
- Meets a standard acceptable to WorkSafeBC, such as CSA or ANSI

### Ensure workers are adequately trained

Provide workers, including supervisors, with information, instruction, and training on ladder safety.

### Ensure ladders are set up and used safely

Make sure you and your supervisors watch out for these key ladder safety requirements.

- Ladders must be inspected before use. Damaged or bent ladders must be taken out of service.
- Ladders must be placed on a firm and level surface and set up so that they are stable and secure.
- Straight or extension ladders must be set up at the required angle, using the 4-to-1 Rule: For every 4 feet (1.2 metres) up, workers must place the base of their ladder 1 foot (0.3 metres) from the wall or upper support it rests against.
- Workers must maintain three-point contact — one hand and two feet, or two hands and one foot — when climbing any ladder and when working from a straight or extension ladder.
- Workers must keep their bodies centred between the side rails.
- Workers must step or stand no higher than the step or rung specified on the manufacturer's label.

### Address safety issues

Make sure workers know that they should inform you or their supervisor about their ladder safety concerns or questions. Take appropriate actions to address safety issues brought to your attention.

For more information, see WorkSafeBC's Ladder Safety Series on WorkSafeBC.com.



*Ladders can be dangerous. It's up to you to make sure workers use ladders safely.*